

Introduced \_\_\_\_\_  
Public Hearing \_\_\_\_\_  
Council Action \_\_\_\_\_  
Executive Action \_\_\_\_\_  
Effective Date \_\_\_\_\_

## County Council Of Howard County, Maryland

2008 Legislative Session

Legislative Day No. **5**

### Bill No. 35-2008

Introduced by: The Chairperson at the request of the County Executive

AN ACT pursuant to Section 1.111(e) of the Howard County Code approving provisions in an amendment to the Memorandum of Agreement between Howard County and the International Union of Police Associations - Howard County Local 107 which are in conflict with the provisions of Title 1 "Human Resources" of the County Code or the Employee Manual and providing for the application of this Act.

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Introduced and read first time \_\_\_\_\_, 2008. Ordered posted and hearing scheduled.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on \_\_\_\_\_, 2008.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

This Bill was read the third time on \_\_\_\_\_, 2008 and Passed \_\_\_\_, Passed with amendments \_\_\_\_, Failed \_\_\_\_.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

Sealed with the County Seal and presented to the County Executive for approval this \_\_\_\_ day of \_\_\_\_\_, 2008 at \_\_\_\_ a.m./p.m.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

Approved/Vetoed by the County Executive \_\_\_\_\_, 2008

\_\_\_\_\_  
Ken Ulman, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1           **WHEREAS**, Howard County Local 107 of the International Union of Police  
2 Associations (“Local 107”) and the County are parties and signatories to a Memorandum of  
3 Agreement (the “Agreement”), dated July 11, 2007, effective July 1, 2007 through June 30,  
4 2009; and

5  
6           **WHEREAS**, pursuant to the authority contained in the Howard County Code, the  
7 County Council, by enactment of Council Bill No. 42 -2007, approved provisions in the  
8 Agreement that are in conflict with Title 1 “Human Resources” of the Howard County Code  
9 or the Employee Manual; and

10  
11           **WHEREAS**, Article 20 of the Agreement (Duration and Finality of Agreement)  
12 provides that the Agreement can be added to, amended, or modified by a document, in  
13 writing, signed on behalf of the parties after negotiations mutually agreed to by the County  
14 and Local 107; and

15  
16           **WHEREAS**, after a period of negotiations, the parties agreed to amend certain  
17 provisions of their Agreement; and

18  
19           **WHEREAS**, the members of Local 107 have ratified and signed an Amendment to  
20 the Agreement that includes provisions that are in conflict with Title 1 of the County Code or  
21 the Employee Manual.

22  
23           **NOW, THEREFORE,**  
24

25   ***Section 1. Be It Enacted** by the County Council of Howard County, Maryland that the*  
26 *County Council continues its approval of previously approved provisions in the Agreement*  
27 *that are in conflict with the provisions of Title 1 “Human Resources” of the Howard County*  
28 *Code or the Employee Manual.*

1 ***Section 2. And Be It Further Enacted*** by the County Council of Howard County, Maryland  
2 *that, in regard to the Amendment to the Agreement, the County Council approves the*  
3 *following provisions which are in conflict with the provisions of Title 1 "Human Resources"*  
4 *of the Howard County Code or the Employee Manual:*

5  
6 2. Section 8.5(a) of the Agreement shall be amended to read as follows:

7 Employees within the job classification title of Senior  
8 Dispatcher who are temporarily assigned to perform the full  
9 responsibilities of a job classification title in a higher pay grade  
10 than their regular classification title and shall have served in  
11 that capacity for 12 consecutive calendar days or longer shall  
12 be compensated retroactively to the first day of appointment to  
13 the temporary assignment at either 6.04% above their regular  
14 rate of pay, or as close a numerical equivalent at a step in the  
15 higher grade if their current salary is at the top of their pay  
16 range.

17  
18 3. This amendment shall be made effective, retroactively, as of  
19 the date of July 1, 2008.

20  
21 ***Section 3. And Be It Further Enacted*** by the County Council of Howard County, Maryland  
22 *that the provisions of this Act shall apply beginning with the first pay date after July 1, 2008.*

23  
24 ***Section 4. And Be It Further Enacted*** by the County Council of Howard County, Maryland  
25 *that this Act shall become effective 61 days after its enactment.*